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Training manpower development and employee performance in the small scale industries

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Abstract

The training of Manpower Development and Employee Performance in Organization was Ministry of Finance in Akwa Ibom State a reference point. Staffs of the Ministry were used as subject for the study. Three research questions were raised and tested. A sample of 150 staff form the Ministry of Finance in Akwa Ibom State used. Instrument used in an studied with The as gathering data was questionnaire on identifying and determining manpower needs in an organization, Manpower needs in manufacturing and marketing organizations and their influence or problems on the training of Manpower Development Performance. Analysis of data carried out using simple percentage. The result and Employee was shows that identifying and determining Manpower needs, training Manpower Development and Planning as well as services oriented influenced employer organization. This is to say that training of performance in an Development and Manpower Employee Performance has a significant influence on the input and output of an Organization. There is a broad assumption that manpower has positive effects on organization productivity, yet there is paucity empirical data on how manpower development impact on SSI in Nigeria federal capital territory, Abuja coupled with the dwindling productivity fortune of SSI in these past years as reported by Abuja chambers of commerce and industry.

Keywords: Manpower development, training, employees, performance, SSI, organization

Introduction

The current global market as it today businesses are faced with stiff competitions; it has become important that organization uses their employees' performances as a strategy to gain a competitive edge. Avows that manpower development increases employees productivity in order to make it possible for a business to derive the higher value of organizations performance. The achievement of business goals requires the investment on human capitals in order to guarantee that workers have the need skills, and capabilities needed to operate efficiently in a competitive and complex environment.

Education is regarded as a foundation for any country's development. Humans are equipped intellectually, physically, spiritually and technologically to face their socio-cultural and other problems realistically through complex process known as education. Education provides the necessary skills for effective functioning within the environment and the survival, growth and manpower development of the society. In the National policy on Education (1998), it is regarded as an instrument par excellence. The life long this situation has encouraged the government and every organization to train their manpower for the much need development and productivity of their firms and the nation at large.

In effect of looking at manpower we may ask the following question: what is manpower? What kind of manpower does an organization need, in what numbers do they need? How many are available? What changes are there in labour market which can affect the need of manpower? All these are questions which need to be considered when deliberating on manpower needs or development performance Therefore, all these cannot be achieved only from training as there are other variables that have direct or indirect influence on the employee performance which can be psychological in nature and as such this research has become and employee organization.

Development, on the other hand, focuses on the activities that the organization employing the individual, or that the individual is part of, may partake in the future. This is almost impossible to evaluate.

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Generally, training ensures that the identified competency requirements are built through a systematic and focused approach (Elwood & James, 2003), and development ensures that individuals are provided with opportunities to develop their competencies that enable them to achieve professional and personal career objectives within the organization's goals (Kelly, 2001) ^[12]. If the employees are not evaluated against their current jobs, those that they are likely to hold in future or against the activities of the organization, there will be no basis for training and development. The employees and organizations affected are likely to witness reduced performances. In view of the poor performance by the SSIs in Kisumu municipality, the quality of training and development strategies employed by these SSIs require evaluation.

Training has traditionally been defined as the process by which individuals change their skills, knowledge, attitudes, and behavior (Robbins & DeCenzo, 2002). It involves designing and supporting learning activities that result in a desired level of performance. Development typically refers to long-term growth and learning, directing attention more on what an individual may need to know or do at some future time. While training focuses more on current job duties or responsibilities, development points to future job responsibilities.

Training and development supports the organization's goals and objectives by analyzing needs, designing and developing training programs and conducting training at all levels throughout the organization. (Silberman & Phillips, 2006) ^[13]. According to Silberman and Phillips (2006) ^[13], training in performance management is critical to the success of any organization because it ensures ongoing management of the performance of employees. It does so by setting goals, monitoring employees' achievement of those goals, and making adjustments to achieve them more effectively and efficiently, sharing feedback with the employees, evaluating the employees' performance and rewarding performance. There is a shared understanding among human resource professionals that an organization is only as good as its employees, and this understanding suggests that training should specifically respond to employees' training needs. Human resource development in the fullest sense employs a number of performance-improvement strategies, one of which is training.

Need of the study

The study was aimed at training manpower development and employee performance in an organization. A case study of Ministry of Finance, Akwa Ibom State. Specifically, the study sought to how organization structure or socio- find background, economic organization status and organization changes in labour market, influence the training of manpower and employee performance.

Objectives of the study

The objectives of this study are as follows to investigate and know the extent to which the training of Manpower Development and Employee Performance in an organization is important to Nigeria economy. To determine why training of Manpower Development and Employee Performance in an Organization is unavoidable in the society of ours. To assess what role has the government been able to play in order to training Manpower Development Performance in an Organization. To offer recommendations and suggestions

based on the findings of the study. As well as Employee.

Statement of the problem

It is ideal for an organization to trained their manpower development in view of the fact that employee performance is the ultimate goal of nay organization. But it has been observed in an that employee whose employer are of lower economic status less interest in organization seem to show organization activities. The alarming poor achievement and lack of training manpower development by firms and organizations at a time when much emphasis is attached to workshop and seminars is an issue of serious concern. Part of the problems affecting employee performance in any of the organization could be attributed to organization structure or background and socio- economic status (income). The problem of this study therefore was to investigate the training of manpower development and employee performance in an organization. A case study of Ministry of Finance, Akwa Ibom State.

Scope and limitation of the study

Financial constraint, time and their limiting factors made it difficult to extend the research beyond Ministry of Finance Akwa Ibom State. Owing to the above factors, the sample of the study was thus limited to selected staff in the ministry of finance.

Methodology

The focus group discussion (FGD) qualitative method was adopted for this study. The motive of the FGD was to reinforce and validate the outcomes from literature by the scholars ^[3]. Members of the FGD were randomly selected from a list of stakeholders in SSI business existing in the six area councils of Nigeria federal capital territory. The population of this study was the entire Small and Medium Entrepreneurs in Federal Capital Territory registered with Small and medium enterprises development agency of Nigeria (SMEDAN), see Table 1. The Federal Capital Territory was having a total number of 2,690 registered Small Scale Industries between the year 2010 and 2013.

Concept of manpower development

The definitions of manpower have shown some essential elements in enhancing organizations resources and help employees to improve productive of the business or organization. In order to endure business effectiveness in organizations, the manpower becomes an asset and instrument used to grow productivity. Thus, the definition of manpower um Economic Co-Operation and Development referred to the improvement of skills, knowledge, are development as stated by the Organization for in he capabilities, and qualities personified in persons that enable the making of personal, societal and commercial well-being. This implies that manpower development could lead to better employees' productivity. Stated that manpower is an important resource for organizations especially for employees continuous improvement of knowledge, skills and abilities.

Employees performance

Organizational learning is crucial and very vital in sustaining business entities and achieving its organizational goals, these, in turn, are front- runners to better organizational performance. Thus, several scholars and

professionals consider manpower development to be an essential aspect of competitiveness and connect it with knowledge acquisition where the person facilitates the professional growth of another individual that enhances organizational performance. Organizations to accomplish their goals, they must continually look for better ways to organize and positively influence employee work capability. Performance is important to all organizations. In fact most of the organizations believe that they can, and will improve at what they do when employees performances improve over time.

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- Training
- Education
- Knowledge
- Skills

Manpower development and employees performance

Manpower development emphasizes the improvement in two key elements (1) individual employees and (2) business organizations. Furthermore, development was termed by ^[12] as four key features as: (a) malleability (b) competencies enhancement emphasizes of employees (c) overall organizational (d) individual employees capacity to function successfully in the organization. These imply that these qualities, in turn, boost individual and organizational values. Competencies development Collis and Montgomery ^[13] maintained that the significance of manpower development hangs on the scoop of its contributions and creation of economic advantage. Therefore, this implies as the exceptionality of manpower development intensifies the SSI organization makes more profit due to incentives benefitted as result of reducing the risk of production and better competitive advantages. Therefore, this implies as the exceptionality of manpower development intensifies, the SSI organization makes more profits due to incentives benefitted as result of reducing the risk of production and better competitive advantages. Furthermore, in this sense, organizational manpower development tends to result in better employees' performers as such aggregation of increase employees' would performance be transformed to organizational productivity specifies that is an improvement in concrete ways for greater innovativeness and this, in turn, offers positive inferences on organization performances.

Research findings

This study was to determine the influence of training and development on the performance of SMES in Kisumu Municipality. Training and development was measured from analysis of training needs, analysis of training outcomes and the capacity of trainers as carried out by each SME on a scale of 5-21. The performance of each SME was also measured. The status of training and development for each

SME was classified as good, moderate or poor. The average performance of the SMES in each status of HRM practice was then worked out, and the results summarized.

Conclusion

Small Scale Industries businesses should, therefore, come up in with effective plans tailored towards investing on various aspects of manpower development Is programs as not only does it enable SMES ne businesses to attain better performance but it s' also ensures SSI businesses to remain competitive for survival. Manpower development also transfigures the entire workforce into the more valuable assets such that the SSI businesses energized for greater employees' are achievements s' through better performance. Small Scale Industries with good training are bound to perform better as the study has established since training and development ensures that the identified competency requirements are built through a systematic and focused approach, and development ensures that individuals are provided with opportunities to develop their competencies that enable them to achieve professional and personal career objectives within the organization's goals. These automatically lead to improved performance if training and development is professionally planned and implemented. But the reverse is true for the SMEs with poor training and development as if the employees are not evaluated against their current jobs, those that they are likely to hold in future or against the activities of the organization, there will be no basis for training and development.

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